

Minutes 238th FC meeting

Thursday September 15th 2022, 10:00 AM – 11:00 AM

FC members	EB	Guests
Tom Verlijdsdonk(TV) (Chair)	Myra van Esch(MvE)	Daniel Feenstra(DF)
Jacomijn Klitsie(JK)(Vice-Chair	Claudia Rutten(CR)	Martine Schey(MS)
Edward Oldenburger(EO)(Vice-Chair)		Ester de Koning(EdK)
Silvija Prancane-Verhoef (SPV)		
Luuk Veelenturf(LV)		
Bas Crombag (BC)		
Max Meuser Bourgognion(MMB)		
Luca De Jong(LdJ)		
Boudewijn Pieteron(BP)		

1. Opening
2. Agenda
3. Announcements
4. Follow-up to-do list 237th meeting

BP The main task was to write a letter for the TER, which has been done.

5. Follow-up minutes 237th meeting

No comments to the minutes

6. Proposed changes in admission requirements for MSc programmes (With Ester de Koning)

EdK Every year, the admissions officers check whether there is something they want to change or improve. For the upcoming year, we decided to accept the GRE exam, next to the GMAT exam. We are the only business school in the Netherlands that does not accept the GRE. We have had a closer look at those two tests and we do not see a reason why we should not accept it. We already accepted applicants from Iran because it is not possible for them to do a GMAT.

LV When you look at the requirements for the master and pre-master, people from Dutch HBO and universities need a certain GPA to get in. They do not have an option to replace that with a GRE or GMAT. This means that the choices you made when you were 18/19 determine that you can never enter an RSM master.

EdK Those are rules of the government. We are not allowed to require a GMAT from Dutch student's due to financial issues, since the GMAT costs money.

LV Now there is no way to compensate.

EdK There is no way to compensate because otherwise the option is to pay a few hundred euros for doing a test. We decided not to do this anymore.

SPV Now we are excluding the students completely.

EdK Correct, I should look up the information on the current government regulation but we were already asked not to offer this because it costs money. It should be freely accessible. I will look for the information and send it to you.

LV Our question is if we can find an alternative, so we do not exclude these people.

EdK We can maybe discuss this in the next meeting, because I understand your point but this point is about accepting the GRE exam. However, this was a decision made based on the government rules. There are other universities that are in the same situation as us and maybe we can have a look at what they are doing.

LdJ In the document, it says that RSM is granted ten waivers for the cost of exams for students who cannot afford to take the test. How are these waivers allocated?

EdK They can ask for it during their application and write an application letter. In general, we are receiving five to eight requests per year.

TV We can conclude that we postpone Luuk's concern about the GMAT alternative to another meeting. For now, we can give positive advice.

EdK Is it possible to get this before the end of this month? Then we can update the website before the new admission season.

TV I think this will be possible

MMB Can we also get an update on the score people need on the GRE compared to the GMAT?

EdK Yes, I can send it to you.

7. Proposed changes in admission requirements for BA and IBA programmes (With Ester de Koning)

EdK We would like to stop Colloquium Doctom(CD) for IBA and change the standards for BA

LdJ Why do you require a 7.0 for Dutch and not just passing Dutch?

EdK Because that is the same standard for Mathematics and English.

LdJ I can understand for mathematics and English, considering that RSM is a mathematically challenging business schools compared to others. If you go through the normal route with a central exam, you do not even need to pass Dutch. Is Dutch really that instrumental for following the BA bachelor?

EdK There are two reasons for this. First of all, Dutch is the language of instruction so it is important. Second of all, CD is only based on three courses. A Dutch VWO diploma has an entire list of courses that you need to finish successfully. By selecting three important courses with a minimum grade, we would like to create an even level playing field.

LdJ Do you think that someone who has a 5.5 for Dutch on the CD will not be able to follow the BA degree to a similar extent as a student who got a 7.0?

EdK We would like to test them on having a certain level and it is only one test which they have sufficient time to prepare for. In general, these people should be able to pass this and if not, it might be a signal that it is not a good idea to start. Also, if we look at the numbers of people registering and passing the exams who do not pass the first year of the bachelor that is quite shocking.

TV We were also concerned that the grading of Dutch would not be a good reflection of what they need to be capable of at RSM. If you look at expert in Dutch, they are not even able to score a 9.0 or a 10.

EdK In general, you see that grades are a good indicator of study success. It would be disappointing for students to start and not passing the first year. The current standards are creating unrealistic expectations. It is clearly not the case that if you pass these tests, that you are able to successfully pass the first year of BA.

LdJ I do not think that the Dutch language course is as much correlated with your ability to speak write and understand Dutch as it is with the English exam.

MvE I understand what you are saying, but there is evidence that a 7.0 for Dutch is an indication of how well you can process Dutch and how well you can therefore do your first year. Intuitively, I agree to what you are saying, but Ester is saying that there are indicators that getting a grade below a 7.0 indicates how well you can study. It is not only about your ability to write and read Dutch, but also how well you can process what is written there.

MMB Is it possible to add a course? I would suggest adding the economic course with a 7.0 minimum.

EdK We have thought about it. However, I cannot remember exactly why we did not choose to do so.

LV Are we now excluding a group of non-Dutch students who would normally do the CD for IBA?

EdK I am not totally sure on this.

LV I would suggest to not forget about this group of people.

LdJ It was mentioned that there were indicators that a below 7.0 result for Dutch was correlated with later sub-optimal performance in the bachelor. Was this in the document we received?

EdK I said that grades are correlated with later study success, not Dutch in particular. I think having three courses is better than having two, taking this into account.

JK Then our suggestion is to maybe replace it with economics.

8. RSM Budget (With Daniel Feenstra)

DF My apologies for sending the documents too late.

TV I would like to make a remark that we would like to receive documents two weeks in advance for the faculty council meeting, especially for large documents.

MvE For the people who are new to this, we make annual budgets, so we know what will happen and how much money everyone is getting. There is a process where we deliver this to the central organization and they then calculate the overall budget for the entire EUR. We are in that process right now and at the end of September, we can hand it to the central organization. We will then start a new budget cycle on the first of January.

DF We have a balanced budget, focused on a negative of 1.5 million which is in our opinion a good way to make a budget for RSM as we know from experience that we have difficulties in spending our money. We see in previous years that the actual spend is different from the budget in a positive way. We can still pay the 1.5 million from our reserves, so if we spend everything that we plan to spend, there is still no issue.

JK What are the reserves?

DF I do not have the numbers, but it is roughly 5.5 million at the moment. When we subtract the reserves for 2022, it will end up around 4.5 million. This is still between the right lines of the EUR policy for reserves.

MvE Again, what Daniel is saying is that we try to aim for 1.5 million negatives. We do not try to end up on the positive side, because then we are not spending all the money that we are given. Since there are a lot of work pressure issues, we do not think it is the right message to send when we are not spending everything. We are of course spending it as wisely as possible.

DF We based the budget of this year on additional money coming from governmental support and growth in student numbers that we have had the last few years. We decided with the EB on how to spend this money as wisely as possible. First of all, we allocated 1.6 million additionally to the academic departments. Second of all, we raised the number of PHD students from 10 to 15. Third of all, we allocated extra money to the dean of engagement and partnerships. You have already questioned this during a meeting with your financial committee. I think that Ansgar can send you a document with investments that we have made in the last years and the financial and non-financial results. In order to create new academic research centers, the Dean of engagement received additional funds. Fourth of all, we have created additional professor positions to broaden the senior faculty positions.

LV What is the strategic choice to go for additional professor positions?

MvE It is because we feel that to have a balanced organization, having four additional professors would be a good way to spend our money. We are creating a bigger base by spending on support staff and PHD's, but then you also need a little bit extra at the top.

SPV What is really the added value then, because I can imagine that they will not take the workload from senior lecturers on teaching, for example?

MvE We have not defined what the subject is going to be, but your assumption is that they will not be doing anything on teaching, which is not necessarily the case. We are also looking at creating teaching professorships. If your underlying question is what the subjects are, we can give a follow-up on that, as we have not decided yet.

LV What does this mean for internal promotions? Are you going to hire externally?

MvE In an ideal world, we would very much like to do this. I am always told that this is a very difficult process and takes a very long time. Therefore, I think it will be a combination of both internally and externally.

DF To support academic staff, we have also made investments in additional positions for career skill and teaching support officers. We also need to make investments in the support staff at T6 for the strategic projects going on. Therefore, we made an investment of 4 million in our professional services.

LV I have a question about the raise in the collective labor agreement. This is 4%, but I can imagine that this is not enough for the people in the lower salary scales, taking into account the current situation with high energy bills and inflation. Is there anything possible for the people in the low salary scale?

MvE I completely agree. When it comes to inflation, this is something that is always compensated by the government so we do not have to take that into account. As far as the energy bills are concerned, I hear that a lot of organization are offering specialties. This is not in our budget but we have some creative ideas on that because we want to do something about that. We have a reserve and we will discuss with the EB what we will do, especially for those in need, to get through the winter. We are thinking about it and will get back to you.

SPV You already mentioned that you would get back to us about the funds to engagement. I want to stress that we support investments, but we would also like to see what is coming back from it financially and non-financially.

MvE We can invite Daan Stam to talk about this at your convenience.

MMB I see that you want to increase the number of non-EU students, as well as the institutional tuition fees. We are living in a housing crisis, so I was wondering why you want to increase non-EU students.

MvE You see that there was a dip due to corona. Now we are back at the level as we were before, even slightly higher. It is not an ambition to make more money off non-EU students if that is what you think.

MMB I think it is fair to increase the fee for non-EU students, but I do not think it is fair to increase the quantity of non-EU students. It should actually be decreased in the coming years.

MvE Then you should have a cap because we are currently not aiming at a certain number. It is based on how many people enlist. We do advertise, but we are not trying to make a certain number. If you want to decrease that, we should cap the number of non-EU student and that is the case right now.

TV I have received the documents on the 13th of September. We will decide two weeks after this moment which is the 27th of September.

9. Installing a second camera (With Martine Schey)

MS I was her two months ago discussing a second camera for re-sits. The reasoning behind this was that we saw an increase in requests for proctoring exams compared to other faculties that work with second camera's. We heard from ESE that this worked well. We did a pilot and I do not have the numbers, but I heard that there was a decreased number of requests for online examinations. This number was comparable to ESE's requests. We have seen that the second camera works and all other faculties are using it too. However, there are no proctoring options anymore for the students, only in special cases.

TV We have discussed this internally and we have come to the conclusion that we are willing to approve to this for the special cases. We would not like to make this decision permanent in the case that the pandemic rises up again.

LdJ Which students get exceptions for this proctoring?

MS We have not fully decided yet. It will be for student athletes who can show exactly when they are on training camp. Furthermore, we want this group to be as small as possible and it has to be requested by student advisors and then also for the online pre-master.

TV We are willing to approve for the special cases.

MS And also for the online pre-master?

SPV We have not discussed this yet, but we will discuss it and tell you later.

EO Do the online pre-master students have an option to do this on campus?

MS Yes, this is possible.

10. Any other business

EO I started philosophy bachelor and I would like to ask a question. RSM can be seen as one of the best in their field. I am curious to see how the best represent themselves. Do these people have to state that they are the best or can just see it is one of the best by just observing it? Is this maybe a way of thinking that can be approached in our organization? It is just a question and you can think about this.

11. Closing

Task	Person responsible	Deadline
Send documents to FC on government regulations regarding GMAT.	EdK	Not specified
Discuss GMAT alternative for Dutch students in future meeting.	EdK	Not specified
Send letter of advice on agenda point 6(Proposed changes MSc admission requirements)to EdK	TV	1 st of October
Provide information for FC on the GRE score compared to GMAT score for admission	EdK	Not specified
Send documents to FC on investment in engagement and partnerships	Ansgar Rigter(As promised by Daniel Feenstra)	Not specified
Provide information to FC on subject of additional professors.	MvE	Whenever it is determined

Provide information on extra compensation lower salary scales.	MvE	Whenever it is determined
Invite Daan Stam to discuss partnerships and engagement if necessary.	FC	Not specified
Send letter for the budget to DF	TV	27 th of September
Send letter of advice on proposed changes for admission requirements BA and IBA	TV	Within six weeks
Send letter to Martine schey regarding second camera proctoring	TV	Within six weeks